

## PIONEER VALLEY TRANSIT AUTHORITY

### **POLICY: COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY**

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#### **Statement of Policy: *Commitment to Equal Employment Opportunity***

The Pioneer Valley Transit Authority is committed to the concept and practice of Equal Employment Opportunity and public access, and if necessary, affirmative action in all its policies and practices regarding employment and provision of services. All employment practices, including recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits and other terms and conditions of employment, in addition to the provision of services will be administered without regard to race, color, creed, religion, ancestry, national origin, age, disability, sex, marital status, affectional or sexual preferences or political or union affiliation. PVTA commits to undertake an Affirmative Action Program including goals and timetables, in order to overcome the effects of past discrimination affecting minorities and women. Additionally, PVTA officially states that all persons who are members of groups specifically protected from discrimination by law are considered to be covered by this Affirmative Action Program.

PVTA will not discriminate in its programs or policies on the basis of race, color, creed, religion, ancestry, national origin, age, disability, sex, marital status, affectional or sexual preferences or political or union affiliation.

PVTA will not maintain or tolerate facilities which are unlawfully segregated on the basis of race, color, creed, religion, ancestry, national origin, age, disability, sex, marital status, affectional or sexual preferences or political or union affiliation.

PVTA will make all of its personnel aware that each member of management, from the head of the organization to the front line supervisor, has the responsibility to give the non-discrimination policy announced in its Affirmative Action Program full support through inspirational leadership and personal example. PVTA management shares in this responsibility and will be assigned specific tasks to assure that compliance is achieved. The performance of managers and supervisors will be evaluated on the success of the Affirmative Action Program the same way their performance regarding other PVTA goals is evaluated. PVTA will inform every employee that it is his or her personal duty to help create an environment which is conducive to non-discrimination and equal employment opportunity.

Applicants and employees have the right to file complaints alleging discrimination with Equal Employment Opportunity Commission and/or the Massachusetts Commission Against Discrimination.

PVTA has assigned overall responsibility for ensuring Equal Employment Opportunity and Non-discrimination in the provision of services to the Program Access Manager, Lenn R. Howe, who is as effective in affording equal employment opportunity to obtain the same result, to gain the same benefit or to reach the same level as is provided to other qualified individuals.

PVTA has assigned overall responsibility for ensuring Equal Employment Opportunity and non-discrimination (and if needed, Affirmative Action) in employment policies and practices to an AA/EEO Manager, Lenn R. Howe, who has full authority to implement the employment portion of this Program.